



COMMONWEALTH BUREAU OF CENSUS AND STATISTICS.

LABOUR TURNOVER, SEPTEMBER, 1957

This report gives the results of a survey of labour turnover in Australian industry in the month of September, 1957 and shows these results together with those obtained in similar surveys covering the months of September, 1954 to 1956. Because of the effect of seasonal fluctuations, the trends in labour turnover are most clearly shown by comparing successive turnover rates for the same month of each year. Labour turnover rates are influenced by the seasonal nature of employment, particularly in the food, drink and tobacco industry and, to a lesser degree, in other industries. In each year since 1949 (except 1951) labour turnover surveys have been made also for the month of March and the results of these surveys were published in the report entitled "Labour Turnover, March, 1957" issued on 6th August, 1957.

Labour turnover is generally measured by the number of engagements or separations expressed as percentages of average employment during the period under review. Engagements and separations refer to the turnover of individual businesses, including the movement from one business to another within the same industry group.

Table 1 below shows figures of both engagements and separations expressed in this way for manufacturing and non-manufacturing industries. Table 2 shows the separation rates for manual workers for more detailed industry groups, and Table 3 shows the analysis of these separation rates according to dismissals, retrenchments, persons leaving employment of their own initiative, and other causes.

The period covered in individual returns is not uniform, depending as it does on the dates on which pay-roll tax returns of individual businesses are made up for August and September in each year. The figures should be interpreted as applying to an average of about four and a half weeks.

Industrial Coverage:

The surveys are based on a sample within certain industries of businesses subject to Pay-roll Tax. They exclude businesses whose pay-roll is below the taxable limit, as well as religious, benevolent and other similar organizations which are exempt from Pay-roll Tax. In addition, the surveys exclude rural industry, private domestic service, the professions (e.g. accountancy firms, trade associations, consultant engineers, etc.) the shipping and stevedoring industry, the motion picture industry and all government employment and semi-government undertakings other than banks and airlines.

Businesses in the construction industry were represented in the sample for the first time in the September, 1956 survey, and since then figures for this industry have been combined with those for the building industry. The rates for these two industries have been of a similar magnitude.

Engagements and Separations:

Table 1 summarises the engagement and separation rates of the manufacturing and non-manufacturing sectors of industry. It shows that, apart from rises in the rate of engagements of non-manual workers, both male and females, in non-manufacturing industries and a very slight rise in the rate of engagements of male manual workers in manufacturing industries, all the rates for both the manufacturing and non-manufacturing groups fell and are the lowest September rates for the four years covered by the table.

TABLE 1 : ENGAGEMENTS AND SEPARATIONS : 1954 TO 1957

(Percentage of average number of employees in each Group)

Period	Manufacturing		Non-Manufacturing (a)		All Industries (a)	
	Manual Workers	Other Workers	Manual Workers	Other Workers	Manual Workers	Other Workers
MALES						
<u>Engagements:</u>	%	%	%	%	%	%
September, 1954	6.6	2.2	7.5	2.2	6.9	2.2
September, 1955	6.4	2.2	7.8	2.5	6.9	2.4
September, 1956	4.3	1.8	6.5	2.3	5.1	2.2
September, 1957	4.4	1.6	6.0	2.9	5.0	2.4
<u>Separations:</u>						
September, 1954	6.0	1.7	6.5	2.1	6.2	2.0
September, 1955	6.4	2.1	7.5	2.5	6.8	2.4
September, 1956	4.3	1.7	5.4	2.1	4.7	2.0
September, 1957	3.9	1.5	5.3	2.0	4.4	1.8
FEMALES						
<u>Engagements:</u>	%	%	%	%	%	%
September, 1954	7.0	4.1	7.0	5.3	7.0	5.0
September, 1955	6.5	4.7	7.5	6.7	6.7	6.2
September, 1956	5.5	3.8	7.1	4.1	5.9	4.0
September, 1957	5.3	3.2	6.0	4.7	5.5	4.3
<u>Separations:</u>						
September, 1954	6.6	3.7	5.8	4.2	6.4	4.1
September, 1955	6.3	3.8	6.9	4.9	6.4	4.6
September, 1956	5.7	3.3	(b) 5.6	4.2	(b) 5.7	4.0
September, 1957	4.7	3.2	4.9	4.0	4.7	3.8

(a) See introductory text for note on industrial coverage.

(b) Revised.

Separation Rates for Industry Groups:

Table 2 gives a dissection by industry of the separation rates for manual workers. It indicates that the fall in the September, 1957 rates compared to September, 1956 is spread through most industries in both the manufacturing and non-manufacturing sectors. The sharpest falls were in the rates for both males and females in the clothing industry and in the female rate for "other manufacturing". Rises occurred in textiles, where both male and female rates were higher in September, 1957, in the male rates for building and construction, retail trade and "other non-manufacturing", and in the female rate for paper and printing.

TABLE 2 : SEPARATION RATES FOR MANUAL WORKERS BY INDUSTRY, 1954-1957
(Percentage of average number of employees)

Industry Group	September, 1954	September, 1955	September, 1956	September, 1957
MALES				
	%	%	%	%
Manufacturing -				
Engineering and vehicles (a)	6.2	6.8	4.2	3.6
Textiles	5.9	5.3	3.2	3.4
Clothing	5.1	5.4	3.5 (b)	2.6
Food, drink, tobacco	5.8	6.5	5.8	5.6
Furniture, sawmilling and woodworking	6.1	5.6	3.8	3.7
Paper, printing	3.0	3.5	2.7	2.2
Other manufacturing	7.0	7.3	4.4	4.1
All manufacturing	6.0	6.4	4.3	3.9
Non-manufacturing -				
Mining	2.5	3.3	3.2	3.0
Building and construction (c)	10.4	14.0	10.0	10.1
Road transport	4.1	8.1	4.7	4.2
Wholesale trade	7.1	6.2	4.4	3.8
Retail trade	5.4	4.6	3.0	3.2
Other non-manufacturing	6.5	5.8	4.2	4.7
All non-manufacturing	6.5	7.5	5.4	5.3
All Industries (d)	6.2	6.8	4.7	4.4
FEMALES				
	%	%	%	%
Manufacturing -				
Engineering and vehicles (a)	7.5	7.2	5.8	5.2
Textiles	5.5	4.6	3.9	4.7
Clothing	6.8	5.9	5.8	3.8
Food, drink, tobacco	7.8	8.9	9.1	7.5
Paper, printing	6.3	4.0	3.8	5.2
Other manufacturing	4.8	6.8	4.7	3.7
All manufacturing -	6.6	6.3	5.7	4.7
Non-manufacturing -				
Wholesale trade	7.0	4.6 (b)	4.7 (b)	4.5
Retail trade	4.8	3.8	3.0 (b)	2.6
Other non-manufacturing	6.0	9.2	6.8	5.9
All non-manufacturing	5.8	6.9	5.6 (b)	4.9
All Industries (d)	6.4	6.4	5.7 (b)	4.7

(a) Founding, engineering, metal-working, ship and vehicle manufacture and repair.

(b) Revised.

(c) Construction other than building, not included prior to September, 1956.

(d) See introductory text for note on industrial coverage.

Analysis of Separations for Manual Workers:

The table shows, for male and female manual workers, this analysis of separations in September, 1956 and September, 1957. Similar information for September, 1954 and 1955 may be obtained from the report entitled "Labour Turnover, September, 1955", issued on 22nd March, 1956. Figures for March, 1950, March, 1952 and March, 1953 may be obtained from the reports on Quarterly Business Survey Nos. 20 and 24, and for later years from the reports entitled "Labour Turnover, March, 1956", issued on 8th November, 1956, and "Labour Turnover, March, 1957", issued on 6th August, 1957.

As Table 3 shows, the main category of separation of manual workers in September, 1956 and 1957 is persons leaving on their own initiative. The only exception is in the food, drink and tobacco industry where in both years the retrenchment rate in September was higher than the "left" rate.

The falls in total separations recorded in September, 1957 by a number of industries were due mainly to a decrease in the "left" rate. An exception was the furniture and woodworking industry where the small fall in total male separation was due to a decrease in retrenchments which outweighed an increase in the number who left.

Rises in total separations (for males in three industries and for females in two industries) were due to increases in retrenchments and dismissals.

The most marked declines in the "left" rate occurred in the clothing industry (for both males and females), building and construction (males), road transport (males), wholesale and retail trade (males), food, drink and tobacco (females) and "Other manufacturing" (females). The only sharp rise was in the furniture and woodworking industry (males).

Retrenchments declined substantially in furniture and woodworking (males), and the clothing industry (females). The largest rises in retrenchment rates were in the textile industry (where the rates for both males and females were higher) and mining (males).

The main changes in the category "dismissals" were rather sharp rises in the rates for males in the building and construction industry and "other non-manufacturing", and in the rate for females in the paper and printing industry (the actual number of dismissals in this relatively small industry were not great) and a fall in the rate for females in "other non-manufacturing".

4.7	5.7	6.3	6.6
4.2	(d) 4.7	(d) 4.6	7.0
5.6	(d) 3.0	3.8	4.8
5.9	6.8	9.2	6.0
4.9	(d) 5.6	6.9	5.8
4.7	(d) 5.7	6.4	6.4

(a) Foundry, engineering, metal-working, ship and vehicle manufacture and repair.

(b) Revised.

(c) Construction other than building, not included prior to September, 1956.

(d) See introductory text for note on industrial coverage.

TABLE 3 : ANALYSIS OF SEPARATIONS FOR MANUAL WORKERS,
SEPTEMBER, 1956 AND SEPTEMBER, 1957

(Percentage of average employment in each group)

Industry Group	September, 1956					September, 1957				
	D.	R.	L.	O.	Total	D.	R.	L.	O.	Total
MALES										
	%	%	%	%	%	%	%	%	%	%
Manufacturing -										
Engineering and vehicles (a)	0.6	0.8	2.6	0.2	4.2	0.6	0.6	2.3	0.1	3.6
Textiles	0.6	0.1	2.4	0.1	3.2	0.4	0.6	2.2	0.2	3.4
Clothing (b)	0.8	0.6	2.1	-	3.5	0.6	0.5	1.4	0.1	2.6
Food, drink, tobacco	0.7	2.6	2.4	0.1	5.8	0.5	3.0	2.0	0.1	5.6
Furniture, woodworking, etc.	0.6	1.3	1.7	0.2	3.8	0.7	0.3	2.4	0.3	3.7
Paper, printing	0.4	0.2	2.0	0.1	2.7	0.3	0.2	1.6	0.1	2.2
Other manufacturing	0.6	0.6	3.1	0.1	4.4	0.8	0.5	2.6	0.2	4.1
All manufacturing	0.6	1.0	2.5	0.2	4.3	0.6	0.9	2.2	0.2	3.9
Non-manufacturing -										
Mining	0.4	0.4	2.3	0.1	3.2	0.2	0.9	1.8	0.1	3.0
Building and construction	1.5	3.5	4.9	0.1	10.0	2.8	3.2	4.0	0.1	10.1
Road transport	1.2	0.2	3.2	0.1	4.7	1.0	0.6	2.4	0.2	4.2
Wholesale and retail trade	0.6	0.8	2.5	0.1	4.0	0.6	1.1	1.8	0.2	3.7
Other non-manufacturing	0.9	0.2	2.9	0.2	4.2	1.5	0.4	2.7	0.1	4.7
All non-manufacturing	0.9	1.2	3.2	0.1	5.4	1.2	1.5	2.5	0.1	5.3
All Industries	0.7	1.1	2.8	0.1	4.7	0.8	1.1	2.3	0.2	4.4
FEMALES										
	%	%	%	%	%	%	%	%	%	%
Manufacturing -										
Engineering and vehicles (a)	1.0	0.9	3.6	0.3	5.8	0.7	0.9	3.4	0.2	5.2
Textiles	0.2	0.9	2.7	0.1	3.9	0.2	1.3	2.9	0.3	4.7
Clothing	1.4	1.5	2.8	0.1	5.8	1.0	0.6	2.1	0.1	3.8
Food, drink, tobacco	0.6	4.9	3.4	0.2	9.1	0.3	4.6	2.5	0.1	7.5
Paper, printing	0.3	0.2	3.1	0.2	3.8	1.1	0.6	3.4	0.1	5.2
Other manufacturing	0.5	0.3	3.7	0.2	4.7	0.7	0.6	2.3	0.1	3.7
All manufacturing	0.9	1.5	3.1	0.2	5.7	0.7	1.3	2.6	0.1	4.7
Non-manufacturing -										
Wholesale and retail trade (b)	0.5	0.6	2.5	0.1	3.7	0.2	0.5	2.6	0.1	3.4
Other non-manufacturing	1.5	0.4	4.8	0.1	6.8	0.7	0.4	4.8	-	5.9
All non-manufacturing (b)	1.1	0.5	3.9	0.1	5.6	0.5	0.5	3.8	0.1	4.9
All Industries (b)	0.9	1.3	3.4	0.1	5.7	0.6	1.1	2.9	0.1	4.7

D. Dismissed : Employment terminated on the employer's initiative for disciplinary or similar reasons.

R. Retrenched: Employment terminated, permanently or otherwise, on the employer's initiative for reasons such as a reduction in the scale of operations, breakdown in machinery, shortage of materials, completion of the job, etc.

L. Left : Employment terminated on the employee's initiative. Employees on strike not included.

O. Other : Includes separations due to death, injury, permanent retirement (including women leaving to be married), enlistment in the forces, and similar reasons.

(a) Founding, engineering, metalworking, ship and vehicle manufacture and repair.
 (b) September, 1956 revised.

COMMONWEALTH BUREAU OF CENSUS AND STATISTICS

CANBERRA, A.C.T.

19TH MARCH, 1958.

(a) Founding, engineering, metalworking, ship and vehicle manufacture and repair.
(b) September, 1956 revised.

Similar reasons.
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scale of operations, breakdown in machinery,
for reasons such as a reduction in the
otherwise, on the employer's initiative
R. Retrenched: Employment terminated, permanently or
reasons.
D. Dismissed: Employment terminated on the employer's
initiative for disciplinary or similar

Industry Group	September, 1956					September, 1957				
	D.	R.	L.	O.	Total	D.	R.	L.	O.	Total
MALES										
All Industries	0.9	1.3	3.4	0.1	5.7	0.6	1.1	2.9	0.1	4.7
All non-manufacturing (b)	1.1	0.5	3.9	0.1	5.6	0.5	0.5	3.8	0.1	4.9
Other non-manufacturing	1.5	0.4	4.8	0.1	6.8	0.7	0.4	4.8	-	5.9
Wholesale and retail trade	0.5	0.6	2.5	0.1	3.7	0.2	0.5	2.6	0.1	3.4
Non-manufacturing -										
All manufacturing	0.9	1.5	3.1	0.2	5.7	0.7	1.3	2.6	0.1	4.7
Other manufacturing	0.5	0.3	3.7	0.2	4.7	0.7	0.6	2.3	0.1	3.7
Paper, printing	0.3	0.2	3.1	0.2	3.8	1.1	0.6	3.4	0.1	5.2
Food, drink, tobacco	0.6	4.9	3.4	0.2	9.1	0.3	4.6	2.5	0.1	7.5
Clothing	1.4	1.5	2.8	0.1	5.8	1.0	0.6	2.1	0.1	3.8
Textiles	0.2	0.9	2.7	0.1	3.9	0.2	1.3	2.9	0.3	4.7
Engineering and vehicles (a)	1.0	0.9	3.6	0.3	5.8	0.7	0.9	3.4	0.2	5.2
Manufacturing -										
All Industries	0.7	1.1	3.1	0.1	5.0	0.5	0.8	2.3	0.1	3.7
All non-manufacturing	0.9	0.2	3.9	0.2	5.2	0.4	0.2	3.7	0.1	4.3
Other non-manufacturing	0.9	0.2	3.9	0.2	5.2	0.4	0.2	3.7	0.1	4.3
Wholesale and retail trade	0.6	0.8	2.5	0.1	4.0	0.6	1.1	1.8	0.2	3.7
Road transport	1.2	0.2	3.2	0.1	4.7	1.0	0.6	2.4	0.2	4.2
Building and construction	1.5	3.5	4.9	0.1	10.0	2.8	3.2	4.0	0.1	10.1
Mining	0.4	0.4	2.3	0.1	3.2	0.2	0.9	1.8	0.1	3.0
Non-manufacturing -										
All manufacturing	0.6	1.0	2.5	0.2	4.3	0.6	0.9	2.2	0.2	3.9
Other manufacturing	0.6	0.6	3.1	0.1	4.4	0.8	0.5	2.6	0.2	4.1
Paper, printing	0.4	0.2	2.0	0.1	2.7	0.3	0.2	1.6	0.1	2.2
Furniture, woodworking, etc.	0.6	1.3	1.7	0.2	3.8	0.7	0.3	2.4	0.3	3.7
Food, drink, tobacco	0.7	2.6	2.4	0.1	5.8	0.5	3.0	2.0	0.1	5.6
Clothing (b)	0.8	0.6	2.1	-	3.5	0.6	0.5	1.4	0.1	2.6
Textiles	0.6	0.1	2.4	0.1	3.2	0.4	0.6	2.2	0.2	3.4
Engineering and vehicles (a)	0.6	0.8	2.6	0.2	4.2	0.6	0.6	2.3	0.1	3.6
Manufacturing -										

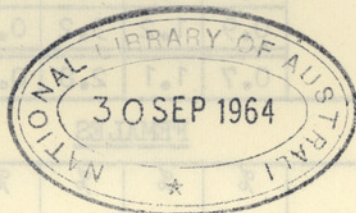


TABLE 3 - ANALYSIS OF SEPARATIONS FOR MANUAL WORKERS
SEPTEMBER, 1956 AND SEPTEMBER, 1957
(Percentage of average employment in each group)